

## Neil M. Alexander

Shareholder

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## Practice Areas

Contractors, Staffing and Contingent Workers  
Leave and Accommodation  
Litigation and Trials  
Discrimination and Harassment  
Unfair Competition and Trade Secrets

## Overview

Neil M. Alexander is a shareholder at Littler Mendelson in the Phoenix office. Neil previously served on the firm's Board of Directors and was co-chair of the Staffing, Independent Contractors and Contingent Workers Practice Group. He is a trial attorney who regularly defends companies against claims involving:

- Wrongful termination
- Unfair competition and trade secret violations
- Noncompetition agreements
- Whistleblower and retaliation
- Harassment and discrimination
- Title VII of the Civil Rights Act
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act

Neil regularly appears in state and federal courts in Arizona and before the Equal Employment Opportunity Commission, the Department of Labor, the Arizona Civil Rights Division and the Nevada Equal Rights Commission. His clients include:

- National e-commerce retailers
- Global staffing firms

- Transportation and logistics companies
- Light manufacturing companies
- Clean energy and energy storage companies
- Call centers
- Professional employer organizations

Neil's practice includes counseling clients on employment risk management for employee workforce or individual employee decisions, workforce design and maximizing contingent worker options while ensuring compliance, contingent workforce co-employment exposures, compliance with the ADA and the FMLA, and other legal issues.

Neil also regularly contributes to articles in newspapers and magazines and authors publications for national trade association newsletters. He has been interviewed on national radio and is frequently quoted in national and regional publications.

He is a frequent keynote speaker for national and state trade associations, client internal events and client appreciation events regarding employment law updates, contingent workforce issues, and employment law compliance related topics.

## Professional and Community Affiliations

- Member, State Council, Arizona Society for Human Resources Management (AZ SHRM)
- Former President, Nevada Chapter, Federal Bar Association
- Former Board Chair, Maricopa County Workforce Connections

## Recognition

- Named, The Best Lawyers in America®, 2014-2025
- Named, The Top 100 Lawyers in Arizona, *Arizona Business Magazine*, 2025
- Named, Super Lawyer, Southwest, *Super Lawyers*, 2007-2008, 2015-2018
- Named, Arizona Business Leaders, *Arizona Business Magazine*, 2019
- Named, Top Attorneys in Arizona, *Phoenix Magazine*, 2017
- Named, Top Arizona Lawyer, *Arizona Business Magazine*, 2009-2010

## Education

J.D., University of San Diego School of Law, 1993

B.A., University of Washington, 1990

## Bar Admissions

Arizona

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Arizona  
U.S. District Court, District of Colorado  
U.S. District Court, District of Nevada  
U.S. District Court, Northern District of California  
U.S. District Court, Central District of California  
U.S. District Court, Southern District of California  
U.S. District Court, Eastern District of California

## **Publications & Press**

### **Pro Bono Week Podcast – The Veterans Consortium**

*Littler Podcast*

October 25, 2023

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

### **Arizona Eases Certain Restrictions for Workers with Criminal Histories**

*SHRM Online*

May 21, 2021

### **New Arizona Law Eases Restrictions for Obtaining Occupational Licenses for Those With Criminal Histories**

*Littler ASAP*

May 10, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

### **Questions Remain on ‘Families First Coronavirus Response Act’**

*Staffing Industry Analysts*

March 24, 2020

### **Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

### **Raiding Talent**

*Staffing Industry Review*

March 25, 2019

**What Do California's New Training Requirements Mean for Staffing Firms?**

*SHRM Online*

February 21, 2019

**What Do California's New Sexual Harassment Training Requirements Mean for Staffing Firms?**

*Littler ASAP*

February 14, 2019

**Littler Elects Five New Members to Board of Directors**

*Press Release*

January 30, 2019

**Mistle-NO! Planning a Holiday Party in the Wake of #MeToo**

*Arizona Business Magazine*

November 15, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

**New Arizona Laws Address Data Breaches and Hiring Ex-Offenders**

*Littler ASAP*

June 14, 2018

**Workforce Solutions Webinar - IC's - Can't Live With Them; Can't Live Without Them**

*Staffing Industry Analysts*

April 12, 2018

**How Can Employers Compete with this Sporting Trifecta? The Super Bowl, Olympics, and March Madness Approach**

*Littler ASAP*

February 1, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**Big Issues Face Employers in Arizona, Nationwide**

*In Business*

July 1, 2017

**New Arizona Law Provides Minimum Wage Increases And Paid Sick Time**

*Littler ASAP*

November 15, 2016

**The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**The Government Blacklisting Rules**

*PEO Insider*

May 2016

**Court Says Rehabilitation Act Section 504 Covers Contractors**

*Bloomberg BNA*

February 11, 2016

**Littler Attorneys Recognized in the Best Lawyers in America® 2016 Edition**

*Press Release*

August 18, 2015

**An I-9 compromise for staffing buyers: Right of inspection**

*Staffing Industry News*

May 13, 2015

**The Affordable Care Act and Staffing: One Size Does Not Fit All**

*Society for Human Resource Management (SHRM)*

December 30, 2014

**U.S. Supreme Court: Antitheft Security Screening Not Part of the Job for FLSA Compensation Purposes**

*Littler ASAP*

December 23, 2014

**The Affordable Care Act and Staffing: One Size Does Not Fit All**

*Littler ASAP*

December 19, 2014

**Arizona Supreme Court Holds the Arizona Uniform Trade Secrets Act Does Not Preempt Tort Claims Based on Misappropriation of Confidential Information**

*Littler ASAP*

December 16, 2014

**Littler Attorneys Included in the Best Lawyers in America® 2015 Edition**

*Press Release*

August 18, 2014

**The Legal and Regulatory Landscape for Small Business**

*PEO Insider*

June 1, 2014

**Supreme Court Grants Cert to Review Compensability of Security Screening Time**

*Littler ASAP*

March 6, 2014

**'Tis the Season for ACA; Employers should plan now for temporary hiring**

*National Law Journal*

October 14, 2013

**Reminder to Employers: Seasonal Workers Have Rights Too**

*Corporate Counsel*

October 11, 2013

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Press Release*

August 15, 2013

**Care Act Changes Field For Staffing Companies**

*San Diego Business Journal*

March 4, 2013

**Medical Marijuana Dispensaries Are Now Operating in Arizona**

*Littler ASAP*

December 12, 2012

**What's the Right Form? Now is the time to assess background screening policies**

*Staffing Industry News*

November 21, 2012

**Temporary Workers Reshaping Companies**

*NBIZ*

October 1, 2012

**Don't Believe Everything You Read: Recent 9th Circuit Decision on Same-Sex Domestic Partner Health Benefits in Arizona More Narrow than Reported**

*Littler ASAP*

September 14, 2011

**Arizona Medical Marijuana Law Update: State Files Lawsuit to Clarify Obligations Under the Act, and the Drug Testing Modifications Go Into Effect**

*Littler ASAP*

July 19, 2011

**U.S. Supreme Court Upholds Arizona Law Mandating Use of E-Verify and Penalizing Employers that Hire Undocumented Workers**

*Littler ASAP*

May 27, 2011

**Arizona Legislature Helps Clear the Haze for Employers Dealing with the Arizona Medical Marijuana Law**

*Littler ASAP*

May 2, 2011

**U.S. employers shift to temp workers**

*MarketWatch*

April 27, 2011

**UPDATE: What Arizona's Controversial Immigration Law Means for Employers**

*Littler ASAP*

April 12, 2011

**Term Limits for Contingent Workers: Urban Legend or Necessary Fix?**

*Littler ASAP*

December 14, 2010

**Yes We Can[nabis]!: Voters Approve the Arizona Medical Marijuana Act**

*Littler ASAP*

November 24, 2010

**UPDATE: What Arizona's Controversial Immigration Law Means for Employers**

*Littler ASAP*

July 29, 2010

**Neil Alexander Notes Expense of New Document Retention Rules**

*Phoenix Business Journal*

December 28, 2006

**Arizona Adopts Sweeping Wage Reforms (Proposition 202)**

*Littler ASAP*

December 15, 2006

**Neil Alexander Advises Employers on the Heels of National Immigration Demonstrations**

*The Arizona Republic*

April 30, 2006

**Neil Alexander Comments on How the Increased Use of Methamphetamines is Affecting Arizona Employers**

*Phoenix Business Journal and MSNBC*

February 19, 2006

**Arizona Supreme Court Strikes Down Denial of Worker's Compensation Benefits Due to Presence of Alcohol or Drugs**

*Littler ASAP*

August 29, 2005

**Arizona Supreme Court Refuses to Enforce Arbitration Agreement Based on the Arizona Uniform Arbitration Act**

*Littler ASAP*

August 31, 2004

**Legal Landmines of Employee Separations**

*The Corporate Counselor Maricopa County Bar Association*

Winter 2003

**Patriotism and Religious Discrimination in the Workplace**

*MPHRA Newsletter*

September 2002

**Negligent Hiring**

*HR Advisor, Legal & Practical Guidance*

November/December 1997

**Negligent Hiring, Training, Supervision, and Retention in Nevada**

*Nevada Lawyer*

April 1997

**The Five Biggest Mistakes Employers Make**

*Nevada Lawyer*

June 1996

**Trade Secrets**

*California Labor and Employment Law Quarterly*

Spring 1993

**Events & Speaking Engagements**



**Understanding the New DOL IC and Gig Economy Guidance**

October 18, 2022

**Surviving the COVID-19 Aftermath: Business Restructuring Options to Overcome the Challenges Businesses Are Facing**

Littler Executive Employer Conference

May 6, 2022

**Leveraging Contingent Workers During COVID and Beyond**

February 23, 2022

**COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims**

Phoenix, AZ

June 30, 2021

**A ComplianceHR MasterClass: The Workplace Redefined: Navigating Independent Contractor Compliance under the Shifting Legal Landscape**

June 26, 2018

**C-Suite Sex Harassment: Beyond the Law**

Arizona SHRM Employment Law and Legislative Conference, Phoenix, AZ

January 26, 2018

**Employment Law Update**

2017 Littler Arizona Employer Conference

October 17, 2017

**Healthcare Industry Roundtable**

May 10, 2017

**New Arizona Law Provides Minimum Wage Increases and Paid Sick Time – What Does This Mean For Your Organization?**

January 24, 2017

**Creative Approaches to ADA/FMLA Issues**

Littler Arizona Employer Conference, Phoenix, AZ

October 25, 2016

**Food and Beverage Industry Roundtable**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

## **Managing the Contingent Workforce in 2013**

San Diego, CA

October 25, 2012

## **10 Myths and Realities of Contingent Work Arrangements: Useful Insights that Directly Impact Workforce Design Decisions**

June 20, 2012

## **No new taxes? Phooey! Government Agencies Attack Independent Contractor Relationships to Refill Depleted Coffers**

Littler Mendelson, Scottsdale, AZ

May 10, 2012

## **Managing Employee Leaves of Absence and Requests for Intermittent Leave**

Phoenix, AZ

February 8, 2012

## **The ADAAA Final Regulations**

Phoenix, AZ

May 4, 2011

## **Employment Law Update**

Phoenix, AZ

September 30, 2010

## **Health Care Reform – What Does It Mean for Employers?**

Las Vegas, NV

September 17, 2010

## **Class Action Litigation in the Healthcare Industry**

Phoenix, AZ

November 19, 2009

## **Managing Leaves of Absence**

Phoenix, AZ

March 18, 2009

## **Preparing for the Employee Free Choice Act (EFCA) and Other Labor and Employment Law Initiatives**

January 21, 2009

## **Books & Book Chapters**

- *Littler on Classifying Workers: Employees v. Independent Contractors, Joint Employees & Other Contingent Workforce Issues*, The Littler National Employer Library